

Whatever gains we may make in our material condition, whatever limitations are still obvious, let us not forget that men and methods make universities; not halls, nor books, nor instruments, important as these are — Daniel Coit Gilman.

BUCKMAN TO STEP DOWN FROM BOARD OF REGENTS

(For details, see page 4.)

DECEMBER MEETING

Committee Reports

Executive Committee:

Senator Uveges reported on the meetings of the combined Executive Committee and Council of Committee Chairs. One meeting, with President Zacharias, lasted almost three hours. The President said that, in spite of the economic situation, Western has accumulated a cushion of carry-forward money, amounting to \$1,500,000, which it had not had when subjected to budget cuts in the past. He also said that the State may require that part of future reductions, should they occur, be made in recurring expenses. Most of this meeting was devoted to airing faculty concerns, such as summer-school salaries and assignments, overload pay, declining enrollment, the possibility of a community college as part of Western, low enrollment from neighboring counties, lack of funds for departmental equipment, use of faculty evaluations, importance of publications in promotion policies, and dealing with non-productive faculty members.

The Council of Committee Chairs sent a memorandum to Vice-President Davis requesting that, in the future, the Purdue cafeteria-style faculty evaluation forms be delivered to the faculty by November 15. This would enable the administration of evaluations to be spread over a longer time and allow greater flexibility in the scheduling of the evaluations. Dr. Davis seemed to be in agreement with this request and said that he would talk to Dr. Sloan about it.

Academic Affairs Committee:

Senator Cline reported on the November 18 meeting of the Academic Council. At this meeting, Chair James L. Davis presented the petition, originating in the Faculty Senate, requesting that the proposal for Program Revision for the Provisional High School Certificate include a provision for additional hours for graduation with Secondary Teacher Certification. Acting in accordance with the petition, Joan Krenzin moved to amend the proposal for Program Revision by adding:

The number of hours for graduation with Secondary Teacher Certification would be increased by the same number of hours as any increase of hours in professional education.

The amendment failed on a 24-26 vote. The motion to approve the unamended proposal for Program Revision carried on a 28-16 vote.



Committee on University Committees:

Senator Weigel announced the appointments of Harold Fletcher and Eula Monroe to the Insurance Committee.

Unfinished Business

In order to determine the desire of the Senate, Senator Schneider submitted a motion that the Senate recommend the establishment of an academic testing system to measure selected basic skills of students prior to graduation. In the discussion that ensued, no Senator present was able to speak with authority regarding the purpose of the tests, the skills to be tested, the expense and complexity of the program, or the uses to which the results of the test would be put. The motion failed by a 14-21 vote.

Senator Seeger presented for second reading the proposal that the Senate endorse the principle that Western establish the honorary rank and title of *Distinguished Professor of _____*. The proposal passed by voice vote, and was forwarded to the President.*

Senator Pearson presented for second reading a proposal for clarifying and amending the tenure policy. The proposal passed by voice vote.

New Business

Senator Murphy presented a motion urging the Council of Academic Deans to devise a standard form for faculty vitae, all of which would be stored either in a central location, or in the offices of deans of undergraduate colleges. Provision would be made for updating the vitae semi-annually. This procedure is intended to reduce the proliferation of faculty vitae. The motion passed by voice vote.

Senator Alford presented the following motion:

The Faculty Senate has noted with particular interest the proposal submitted by the *Ad Hoc* Athletic Committee to the Board of Regents at their November 27, 1982 meeting regarding the employment of one additional football coach, the release from teaching responsibilities of several assistant coaches, and the addition of five athletic grants-in-aid. We appreciate the concerns of the Athletic Committee and their determination to bolster Western's football program. We prefer to interpret this proposal in a positive light and hope the *Ad Hoc* Committee's action is an indication that Western's financial outlook has improved since the Fall of 1981, when sixteen academic faculty positions were terminated. We hereby request the Board of Regents to consider, along with the *Ad Hoc* Committee's proposal, parity funding for Western Kentucky University's academic programs, many of which have been adversely affected by the budgetary restraints of the past two years.

Senator Alford emphasized that he was in favor of supporting the football program, but questioned the appropriateness of an increase in football expenditures at this time. Senator John Jones said that football should not be looked on as a heavy, and spoke on the aspects of a high-quality football program that are beneficial to a University. He called the attention of the Senate to the fact that recipients of football grants-in-aid major and minor in academic departments, and are, therefore, assets to those departments as well as to the football program. Senator Seeger repeated that the motion was not an attack on football, and Senator Alford pointed out that Western's academic programs, as well as its football program, need to be competitive. The motion passed by voice vote, with no dissenting votes.

*The cost of bringing distinguished professors to Western to receive this title was not discussed.

JANUARY MEETINGCommittee ReportsExecutive Committee:

Senator Uveges informed the Senate that Kentucky State University has received an additional \$500,000 for roof repairs, and that the University of Kentucky has decided to join COSFL.

Chairperson Krenzin had requested advice from the Council of Committee Chairs regarding faculty input to enable her to represent faculty opinion with respect to President Zacharias' performance, as the Board had requested. Because of the pressure of time, the Council of Committee Chairs advised that a survey of faculty opinion be made by distributing the questionnaire employed in Faculty Senate evaluations of presidential performance in the past. Departmental Senators were asked to aid in the distribution and collection of the survey forms.

Academic Affairs Committee:

Senator Schneider reported that Vice-President Davis has relayed the Senate's concerns about the new change-of-grade policy to the Council of Academic Deans. The Council does not think that the new policy should be altered. The matter is before the Academic Council.

By-Laws, Amendments, and Elections Committee:

Senator Pauline Jones announced that Faculty Senate elections will take place during the entire month of February. Senators may hear from this committee about setting up departmental elections. Faculty members who are interested in being in the Senate should be encouraged to run.

New Business

Senator Crisp presented a proposal that the Faculty Senate recommend that all the time intervals (which are now either 10 min or 15 min in duration) between classes be made 15 min. Senator Seeger moved the amendment that the first four intervals of the day be 15 min in duration, and the remaining three be 10 min. Both the amendment and the amended proposal passed by voice vote.

Faculty Regent Report

Regent Buckman requested the opinion of the Senate on the recommendation of increased expenditure on the football program. (This proposal involves adding a full-time coach, making five part-time coaches full-time, and adding five grants-in-aid. The salary of the full-time coach will be about \$19,000 per year, and the grants-in-aid will be \$3,333 each, for Kentucky residents. The grants-in-aid will be slightly more for out-of-state players. President Zacharias says that, as far as he knows, there is no plan to replace the part-time coaches, in their teaching duties, with faculty members; rather, the Department of Physical Education and Recreation will probably turn their duties over to graduate students. The total increase due to these components will, therefore, be about \$36,000 or slightly more.) This request was followed by considerable discussion. Senator Seeger asked if Western were remaining in division I-AA. President Zacharias said that, in order to attract the kind of athletes we want, we have to be competitive in division I-AA. The President spoke to the Senate about the political situation within the NCAA with regard to athletic scholarships, and stated that he would like to see the maximum permissible number of scholarships in division I-AA reduced to 65. He also said that the football program, and especially the television exposure resulting from it, was a

valuable tool for recruiting students. Senator Baldwin asked Regent Buckman for his opinion on Western's revenue picture in the immediate future. Buckman replied that he thinks it will be very tight. The President said that Western needs to begin strategic planning of its destiny *vis-a-vis* enrollment, and decide just what size it should be: more is not necessarily better. On being questioned, Buckman stated that Western had made no studies on the cost-effectiveness of football as a recruiting implement, and that there were no data indicating how many students came to Western because of the football program (the President replied that at least 65 did). Senator Coohill pointed out that, by awarding five more grants-in-aid, we cannot thereby expect to acquire five top-notch players -- we will get five players that we would not have considered good enough to receive grants-in-aid when we were awarding only 65. That universities can be competitive without granting the maximum number of scholarships permitted is demonstrated by the example of Pennsylvania State University, ranked number one in the nation this year. He added that Notre Dame has only one full-time football coach. President Zacharias informed the Senate that large sums of money could come to Western as a result of our games being chosen to be televised. Regent Buckman asked for a straw vote to indicate the opinion of the Senate with respect to the football increase. Six Senators voted in favor of the increase; 16 opposed it.

Regent Buckman then addressed the Senate as follows:

I have appreciated the support of the faculty and the opportunity to represent them on the Board of Regents. This was an opportunity that I desired, and I believe that I have represented you to the best of my abilities. There have been many ups and downs, but when I consider the noble goals of the University, I realize that it has always been worth my effort.

Your confidence and support, as well as the support of my colleagues on the Board, have meant a great deal to me. As you are aware, I have served on the Executive Committee, the Finance Committee, and the Academics Committee of the Board for several years.

My term officially ends in the Fall of 1983. Recognizing that the 1984-86 biennial budget process starts this Spring, I have decided that it is in your best interests that I end my term of office on the Board at the April meeting of the Board. This will allow us the time necessary to elect our new faculty representative, and give him, or her, time to be sworn in at the April meeting.

A formal letter of notification will be forthcoming within the next two weeks. Thank you for the opportunity to serve you.

Senator Coohill moved that the Senate express its appreciation of Regent Buckman's dedicated service. The motion passed without dissent.

COSFL Report

Senator Robe reported on the January 15 meeting of COSFL. All of the member institutions are preparing admissions policies, and seem to be considering the same factors (e.g., test scores, high school grade point average, and rank in high school). The University of Kentucky is also considering a community college transfer policy.

Procedures for evaluation of administration and faculty at each member university were discussed. They ranged from regularly scheduled evaluations, at some, to no evaluations at all, at others.

It was agreed to update the faculty salary study which was prepared in the Spring of 1982.

Mr. Goldstein, from the University of Louisville, provided some information about

the formation of a COSFL Political Action Committee. The conduct of a "legislative scorecard" was supported, and means for performing such a study are to be investigated. Steve Smith was authorized to notify the announced candidates for governor of the time and place of the next COSFL meeting, and invite them to address the group.

Article

"YOU'LL DOIN FINE"

E. Margaret Howe

There has been much talk concerning the way in which faculty evaluations may be used -- decisions about promotions, pay raises and so on. I would like to contribute a few simple thoughts concerning the ways in which my students have enlightened me through their evaluation of my classes.

It is not easy to communicate to students of today the atmosphere of a Middle-Eastern society which flourished two thousand years ago. I feel I am making a meaningful attempt to bridge the gap by circulating up to date articles from the Jerusalem Post, Biblical Archaeology Review, the Courier Journal and so on. A Greek Orthodox icon from the Island of Patmos and a sculptured image of the Ephesian goddess Artemis have circulated from time to time along with the actual stone thrown into the Dead Sea caves when the famous Scrolls were first discovered! "I think all the trivia you have shared in class is interesting," one appreciative student writes

It is always encouraging when one inspires students to pursue the subject at more depth. "Because of this class I am going to take Hebrew and Old Testament and maybe even pick up a major. Somehow I'll combine Religion and Theatre. There must be a way." Yes, I am sure there must be a way. However there is also the reminder that not all students are equally enthusiastic about the subject. "One should realize that not everyone is into this class. Some people are taking it to finish up their general requirements." Now, how should I communicate this "realization"? By being less enthusiastic myself? Less demanding, perhaps, of the students?

It was Alexander Pope, I believe, who spoke of "damning with faint praise," and I know what that is all about. "I don't think there is anything wrong with the way this class has gone up to now . . ."; "You have a wonderful sense of humor and your slides are comparable only to E. T. or perhaps Annie"; "Religion has inspired my mind to church, but my body to sleep."

There is, of course, unrestrained affirmation. "I have learned more in the first month of school than I thought I would during the semester"; "I see no area that is lacking any clarification." But occasionally one has pause for thought -- "She goes to excessive lengths to help the students." I suppose I should discontinue the Thursday night phone calls reminding students about Friday classes

Sometimes it is the whimsical lack of clarity which makes evaluative comments so meaningful. "With this course I learned more about the Bible than I know." And if one should ever be feeling slightly discouraged, one can always thumb back to the reassuring observation -- "You'll doin fine."

I feel sure that all of this more than justifies the enormous expenditure on evaluations. May free comment be unrestrained and may our ears always be open to hear what the evaluators are saying.

ANNOUNCEMENT: *Martha Layne Collins, Harvey Sloan, and Grady Stumbo have been invited to meet with Western faculty and present their views on Higher Education and other topics. Mr. Sloan will meet with us on March 30, from 1:30 to 3:00. Announcements will be circulated prior to the meetings. For further information, contact Harry Robe, Department of Psychology.*



FACULTY SENATE
communications committee
NEWSLETTER